

Criminal record?

KNOW ABOUT BAN-THE-BOX LAW.



REPORT BAN-THE-BOX VIOLATIONS TO...
The Ban-the-box submission form on-line at mn.gov/mdhr

Minnesota Department of Human Rights
Freeman Building
625 Robert Street North
St. Paul, MN 55155

651.539.1100 (Saint Paul Office)

1.800.657.3704 (Toll Free)

711 or 1.800.627.3529 (MN Relay)



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MINNESOTA'S BAN-THE-BOX LAW

- Prohibits employers from asking about an individual's criminal record until the applicant is interviewed or given a conditional job offer. The law covers all Minnesota employers unless they are exempted by law.

HOW BAN-THE-BOX WORKS...

Application and Pre-hire materials:

- Questions about criminal history are prohibited unless the employer is legally required to ask.

During an Interview:

- If asked, provide information about your criminal history and let the employer know who you are today. Help them understand why you would be a good employee.

Hiring Decision:

- An employer is not required to extend a job offer.

EXEMPTIONS

- Federal and state laws require some employers to ask applicants about their criminal background history. If you see a question on an application asking for criminal history information, ask the employer what law requires them to ask for that information from you. If the employer fails to identify a law justifying the request, contact MDHR.